Creating Our Best Selves
Through Strengths and Wellbeing
Building Strengths Based Relationships and Teams
Focus on us!

- Name (the name you prefer to be called!)
- What are your top 5?
- What you get paid to do
- Who do you work with who has a strengths theme you have come to value.
After completing this seminar, participants will be able to:

- Build relationships with others mindful of their talents and strengths and the talents and strengths of others.
- Communicate more effectively with others in light of their own talents and the talents of others.
- Work effectively by partnering with others with complementary themes of talent.
The TRUTHS that allow you to play to your strengths most of the time

- As you grow you become more of who you already are
- You are going to grow and develop the most in your areas of strength
- What your team needs of you most of all is for you to bring your strengths deliberately
How do you talk about your strengths without boasting?
Clarithying the Language

**Talent**
(a natural way of thinking, feeling, or behaving)

**Investment**
(time spent practicing, developing your skills, and building your knowledge base)

**Strength**
(the ability to consistently provide near-perfect performance)

Strengths are talents used productively
**Discover/Awareness**
- Understands, can define and verbalize their themes.
- Has a basic understanding of their themes.

**Develop/Integrate**
- Can see a clear connection between their themes and past and present behavior.
- Can link strengths to successes.

**Apply/Application**
- Can utilize the knowledge of their five themes to plan, strategize, analyze and direct their behavior.

**Relationship**
- Has a clear understanding of their uniqueness and sees others strengths.
- Has a relationship(s) that is encouraging their strength’s development.

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**Strengths Development Framework**

Session 1

Session 2

Session 3
Different Paths to the Same Destination

How I can use my talents to be a positive part of South Mountain CC
When I was 14, my father was so ignorant I could hardly stand to have the old man around. But when I got to be 21, I was astonished at how much he had learned in seven years”

-Mark Twain
Learning to value others through strengths

- Valuing
- Appreciating
- Respecting
- Understanding
- Judging
### Strengths Matrix

<table>
<thead>
<tr>
<th>Execute</th>
<th>Influence</th>
<th>Relate</th>
<th>Think</th>
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<tr>
<td>Achiever</td>
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<td>Focus</td>
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<td>Individualization</td>
<td>Learner</td>
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<tr>
<td>Responsibility</td>
<td>Woo</td>
<td>Positivity</td>
<td>Strategic</td>
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Different Paths to the Same Destination

How can you help a new team member be successful?
The 5 C’s of Strengths Based Relationships

- Connect
- Communicate
- Collaborate
- Control
- Cultivate
Connect

Social relationships at work

personal well-being

increased employee engagement and job satisfaction

Without a friend, work is a lonely place

-Tom Rath
Communicate

- Communication is inevitable

- Communication is irreversible
In the most successful relationships, the ratio of positive to negative statements is 5:1

- John Gottman
Communicate
If ya can’t say somethin’ nice
  don’t say nothin’ at all!

-Thumper
Partnerships help:

- To “make up” for a lesser talent.
- To “take over” where one person leaves off.
- To “enhance” what one person already possesses.
Complementary Strengths

Activator

Relator

Strategic

Ideation

Command

YOU

YOU
Control conflict by using your talent productively and mitigating your weaknesses.
Define weakness in an effective way

A weakness is something that gets in your way or in the way of others.

- Is there a talent or lack of talent that is currently getting in your way or in the way of others?

- Is there something that you aren’t very good at that isn’t a weakness? Is it a non-strength?
Six Ways to Mitigate Weakness

1. Open communication/transparency
2. Get the RIGHT training
3. Leverage other talents
4. Use support systems
5. Form complementary partnerships
6. Adjust/Change role
How Do You Talk About Your Weaknesses without Whining?
Identify Weakness

- Identify a weakness that you believe is currently getting in your way, or in the way of others from achieving excellence?
- How could you mitigate this weakness?
Gallup research has found if you have a best friend at work, you are significantly more likely to:

- Engage your team
- Get more done in less time
- Have fun on the job
- Have a safe workplace
- Innovate and share new ideas
- Feel informed and know that your opinions count
- Have the opportunity to focus on your strengths each day
Do you have someone in your life who can gently remind you when you are living in weakness or not using your talent productively?
Vital Friends

- Builder
- Champion
- Collaborator
- Companion
- Connector
- Energizer
- Mind Opener
- Navigator
Vital Friends

- Family Ties
- Water Cooler Effect
- Plugging In
Strength Based Teams

Productive teams have a variety of strengths represented and a balance of strengths and weaknesses.
People need not be well-rounded, teams should be
What Strong Teams Have in Common

- Conflict doesn’t destroy strong teams because strong teams focus on results
- Strong teams prioritize what’s best for the organization and then move forward
- Members of strong teams are as committed to their personal lives as they are to their work
- Strong teams embrace diversity
- Strong teams manage for talent
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## Team Talent Profile:

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# Team Talent Profile:

![Team Talent Profile](image.png)

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- Harmony
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- Positivity
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- Ideation
- Input
- Intersection
- Learner
- Strategic
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Ideas for Maximizing Team Talent
Your questions?
Live your strengths!

- Know your top 5
- Be proud of your top 5
- Post your top 5
- Develop your top 5
- Build a relationship with your top 5.
- Donate your top 5! Donate them every day!
Strengths Commitment

What is one thing you will do starting today to get on and stay on your strengths path?

What is one thing you will do starting tomorrow, to help those who you work with get on and stay on their strengths path?

In a word or phrase, what will you remember about today’s seminar?
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<td>Problem Solver</td>
<td>Policy Maker</td>
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<td>Inflexible</td>
<td>Does not consider individuals</td>
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